

Bargaining Update

August 2016

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

The settlement data reported in this issue of Bargaining Update is based on the collective agreement settlement information received by Mediation Services during the month of August.

In August 2016, Mediation Services received settlement information regarding 34 bargaining relationships encompassing 18,729 employees. There were 19 private sector and 15 public sector settlements, covering 6,140 and 12,589 employees respectively.

Highlights

University of Alberta

The University of Alberta ratified 36 month collective agreements with the Non-Academic Staff Association and the Association of Academic Staff representing approximately 6,600 and 4,000 employees respectively.

Edmonton Police Association

On August 29, 2016 the Interest Arbitration Board chaired by Phyllis Smith, issued its award resulting in the settlement of a collective agreement between the City of Edmonton and the Edmonton Police Association representing approximately 1,700 police officers. The thirty-six month collective agreement will expire on December 31, 2016.

Alberta Collective Bargaining Agreements

The Labour Relations Code requires unions and employers to file a copy of their collective agreement with the Director of Mediation Services.

You can file a Collective Bargaining Agreement by attaching it to this [email](mailto:cba.submissions@gov.ab.ca) [cba.submissions@gov.ab.ca]. Please include the following:

- date of ratification
- number of employees covered by the collective agreement
- classification with the largest number of employees
- ALRB certificate number(s) if applicable

[Search Collective Bargaining Agreements](http://work.alberta.ca/apps/cba/search.asp) to view, print or download the complete text of agreements [<http://work.alberta.ca/apps/cba/search.asp>]. This is a free service. No subscription or password is required.

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Accommodation and Food Services					
Host International – Edmonton Airport Employees' Association of Food & Bar Services	216	36	2018-03-31	2015-10-09	1 st year 1.75% 2 nd year 2.00% 3 rd year 1.00%
Administrative and Support, Waste Management and Remediation Services					
Waste Management Canada Unifor Local 4050	275	36	2018-10-31	2015-11-30	1 st year 1.0% 2 nd year 1.5% 3 rd year 2.0%
Arts, Entertainment, and Recreation					
Construction					
Canadian Utility Construction CLAC Local 63	190	36	2019-04-30	2016-07-07	1 st year 0.00% 2 nd year 1.25% or AB CPI 3 rd year 1.50% or AB CPI
CLR – Shop Fireproofing Plasterers & Cement Masons Local 222	50	48	2020-04-30	2016-04-15	1 st year 0% 2 nd -3 rd year TBD
Conops Construction Iron Workers Local 805	3	24	2015-08-01	2015-08-01	1 st year NA; 1 st Agreement 2 nd year \$.50 per hour
Ledcor Alberta – Highway Maintenance CLAC Local 63	186	30	2017-09-30	2015-05-29	1 st year 1.5% 2 nd year TBD
Maple Reinders CLAC Local 63	40	24	2018-3-31	2016-7-11	1 st year 0% 2 nd year TBD
Nason Contracting CLAC Local 63	78	24	2018-02-28	2016-03-01	1 st year - 1% 2 nd year TBD
Educational Services					
NAIT NAIT Academic Staff Association	1,200	36	2019-06-30	2016-06-22	1 st year 1.5% 2 nd year 0.0% 3 rd year 0.0%
Peace River School Division No. 10 – Bus Drivers CUPE Local 4946	143	36	2018-08-31	2016-01-15	1 st year 0.0% + \$150 lump 2 nd year 1.0% 3 rd year 2.5%
Peace River School Division No. 10 – Support Staff CUPE Local 4839	227	26	2018-08-31	2016-05-11	1 st year \$0.35 per hour 2 nd year \$0.35 per hour
University of Alberta Association of the Academic Staff	3,956	36	2018-06-30	2016-06-27	1 st year 1.5% 2 nd year 1.0% 3 rd year 1.5%
University of Alberta Non-Academic Staff Association	6,678	36	2019-03-31	2016-06-29	1 st year 2.5% 2 nd year TBD 3 rd year TBD
Health Care and Social Assistance					
Capital Region Housing AUPE	51	36	2018-12-31	2016-02-16	1 st year 2.0% 2 nd year 2.0% 3 rd year 2.5%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Health Care and Social Assistance					
Club Sierra Lifestyles at River Ridge UNA	13	36	2017-06-30	2015-03-26	1 st year 1% 2 nd year 2% 3 rd year TBD
Extendicare (Canada), Athabasca [ANC & GSS] AUPE	51	36	2017-12-31	2016-08-04	1 st year 2.25% 2 nd year 2.25% 3 rd year Me Too AHS-AUPE
St. Michael's Long Term Care Centre UNA	15	48	2017-03-31	2015-03-26	1 st year 0.00% 2 nd year 2.00% 3 rd year 2.25% 4 th year 3.00%
Information and Cultural Industries					
Manufacturing					
Great Western Containers Unifor Local 21A	63	48	2019-05-15	2016-08-26	1 st year 0.00% 2 nd year 0.00% 3 rd year 1.25% 4 th year 1.50%
Jamel Metals Steelworkers Local 6034	28	36	2017-12-31	2015-01-01	1 st year 0% + \$3,000 lump 2 nd year 0% + \$2,500 lump 3 rd year 3%
Trochu Meat Processors – Sunterra Meats UFCW Local 1118	110	30	2018-12-31	2016-07-11	1 st year 5.0% 2 nd year 2.0% 3 rd year 2.5%
Mining and Oil and Gas Extraction					
K+S Windsor Salt Unifor Local 474	33	36	2018-10-31	2016-03-23	1 st year 2.8% 2 nd year 2.8% 3 rd year 2.8%
SMS Equipment Unifor Local 707A	300	48	2019-04-30	2016-07-29	1 st year 0% 2 nd year 0% + \$1,000 lump 3 rd year 2% or AB CPI 4 th year 2% or AB CPI
Other Services (except Public Administration)					
Professional, Scientific and Technical Services					
Public Administration					
City of Airdrie IAFF Local 4778	66	36	2017-12-31	2016-07-26	1 st year 1.5% 2 nd year 2.6% 3 rd year 2.0%
City of Edmonton Edmonton Police Association	1,700	36	2016-12-29	2016-08-29	1 st year 2.40% 2 nd year 2.50% 3 rd year 2.75%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Public Administration					
County of Northern Lights AUPE	31	36	2018-12-31	2016-08-29	1 st year 1.00% 2 nd year 1.25% 3 rd year 1.50%
Retail Trade					
Sobeys West – Retail Support Centre Teamsters Local 987	225	108	2025-04-19	2016-04-17	1 st year \$0.67 per hour 2 nd year \$0.40 per hour 3 rd year \$0.40 per hour 4 th year \$0.40 per hour 5 th – 9 th year TBD
Transportation and Warehousing					
Utilities					
AltaLink Management United Utility Workers	468	48	2019-12-31	2016-08-04	1 st year 2.50% 2 nd year 2.50% 3 rd year 2.35% 4 th year 3.00%
Wholesale Trade					
Finning International Machinists Local 99	1,390	36	2019-04-30	2016-08-24	1 st year - 2% 2 nd year 0% 3 rd year 1%

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to August 31, 2016.

Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Chateau Lacombe Hotel	UNITE HERE Local 47	2015-12-31	170	Bargaining
Compass Group - ESS First North, Firebag	UNITE HERE Local 47	2016-06-30	170	
Compass Group - ESS First North, Suncor	UNITE HERE Local 47	2016-06-30	150	
Compass Group - Eurest Dining Services	UFCW Local 401	2016-04-25	128	
Crown Camp Services - Syncrude - Culinary	UNITE HERE Local 47	2016-06-30	160	
Dene West - Albion Sands Village	UNITE HERE Local 47	2016-04-30	250	
Sodexo Canada	Labourers Local 92	2016-02-28	130	

Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Edmonton Northlands	CUPE Local 30	2015-12-31	112	

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Roadbuilders & Heavy Construction	Operating Engineers Local 955	2015-02-28	1,300	Bargaining
Canadian Automatic Sprinkler Association	Plumbers & Pipefitters	2016-04-30	450	
Carillion Canada	AUPE	1 st agreement	400	Bargaining Settled
DLI Industrial Construction - Construction	Construction Maintenance & Allied Workers	2015-05-02	500	
FDS Prime Energy Services	CLAC Local 63 - Construction	2015-11-30	235	
Flint Pipeline Services - Pipeline	CLAC Local 63 - Construction	2016-05-31	175	
JVD Installations - Construction	CLAC Local 63 - Construction	2016-01-31	1,878	
Kiewit Construction Canada	CLAC Local 63 - Construction	2016-01-31	450	
Kiewit Energy Construction	CLAC Local 63 - Construction	2016-02-15	1,185	
Ledcor Foundations	CLAC Local 63 - Construction	2016-01-31	110	
Ledcor Industrial Limited - NOVA Project	CLAC Local 63 - Construction	2016-01-31	200	
Ledcor Pipeline	CLAC Local 63 - Construction	2016-05-31	727	
Ledcor RMC Services	CLAC Local 63 - Construction	2016-06-30	465	
Process Plant Constructors	CLAC Local 63 - Construction	2016-08-15	120	
Saipem Construction Canada - Construction	CLAC Local 63 - Construction	2015-10-31	1,076	
Tarpon Construction Management	CLAC Local 63 - Construction	2015-10-31	200	
Trotter & Morton Building Technologies	Employees' Association	2016-05-31	304	
Westwood Electric	CLAC Local 63 - Construction	2016-04-30	228	

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
62 School Boards	ATA	2016-08-31	33,121	
Athabasca University	Athabasca University Faculty Association	2016-06-30	290	
Athabasca University - Tutors	CUPE Local 3911	2016-06-30	325	
Bow Valley College	AUPE	2016-06-30	274	
Buffalo Trail Public Schools Regional Division 28	CUPE Local 1606	2016-08-31	246	
Calgary Board of Education	Bargaining Council of Construction & Maint.....	2016-01-31	150	Mediation Mediation
Calgary Board of Education	CUPE Local 40	2015-08-31	675	
Calgary Roman Catholic School District No. 1	CUPE Local 520	2016-08-31	283	
Calgary Roman Catholic School District No. 1	Unifor Local 1990	2016-08-31	1,600	
Edmonton Catholic Separate School District No. 7	AUPE	2016-08-31	326	
Edmonton Catholic Separate School District No. 7	Unifor Local 52A	2016-08-31	781	
Edmonton School District No. 7 - Custodial	CUPE Local 474	2014-08-31	585	Bargaining Bargaining
Edmonton School District No. 7 - Support Staff	CUPE Local 3550	2015-08-31	2,400	
Foothills School Division No. 38	Assn. of Drivers of Foothills School Division	2016-08-31	110	
Foothills School Division No. 38	CUPE Local 5040	2016-08-31	157	
Fort McMurray Catholic Board of Education	CUPE Local 2559	2016-08-31	270	
Fort McMurray Public School District No. 2833	CUPE Local 2545	2016-08-31	280	
Horizon School Division No. 67	CUPE Local 3203	2016-08-31	300	

Current & Upcoming Collective Bargaining

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Keyano College	CUPE Local 2157	2016-06-30	180	
Lakeland College	Lakeland College Faculty Association	2016-06-30	113	
Lethbridge College	AUPE	2016-06-30	400	
Lethbridge College	Lethbridge College Faculty Association	2016-06-30	406	
Living Waters Catholic Regional Division No. 42	AUPE	2016-08-31	100	
Livingstone Range School Division No. 68	CUPE Local 2133	2016-08-31	110	
Medicine Hat College	Faculty Association of Medicine Hat College	2016-06-30	255	
Mount Royal University	Mount Royal Faculty Association	2016-06-30	900	
Northern Lakes College	Faculty Association of Northern Lakes College	2016-06-30	130	
Portage College	AUPE	2016-06-30	126	
Red Deer College	AUPE	2016-06-30	275	
Red Deer College	CUPE Local 1445	2016-06-30	152	
Red Deer College	Faculty Association of Red Deer College	2016-06-30	300	
St. Albert Public School District No. 5565	CUPE Local 1099	2016-08-31	249	
Sturgeon School Division No. 24	CUPE Local 4625	2016-08-31	187	
University of Calgary	Faculty Association of the University of Calgary	2016-06-30	2,300	
University of Lethbridge	AUPE	2016-06-30	470	
University of Lethbridge	University of Lethbridge Faculty Association	2016-06-30	400	

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Age Care - Beverly Centre Lake Midnapore	CUPE Local 8	2015-10-31	160	Bargaining
Age Care - Walden Heights Seniors Community	AUPE	1 st agreement	231	Mediation
Alberta Health Services - ANC	AUPE	2015-03-31	14,405	Mediation
Bethany Nursing Home	AUPE	2015-03-31	377	Bargaining
Brenda Strafford Foundation - Clifton Manor	AUPE	2015-03-31	211	Mediation
Capital Care - ANC	AUPE	2015-06-30	1,446	Mediation
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2014-06-30	290	Mediation
Capital Care - GSS	AUPE	2014-06-30	350	Mediation
Carewest - ANC	AUPE	2015-06-30	780	Bargaining
Carewest - GSS	AUPE	2014-06-30	137	Mediation
CASA Child Adolescent & Family Mental Health	HSAA	2016-03-31	102	
CBI Home Health	AUPE	1 st agreement	512	Mediation
Chantelle Management - Edith Cavell Care Centre	AUPE	2015-11-30	112	Mediation
Choices in Community Living - Copper Sky	AUPE	2016-03-31	157	Mediation
Choices in Community Living - Legacy Lodge	AUPE	2016-03-31	114	Mediation
Covenant Health - ANC	AUPE	2015-03-31	2,157	Mediation
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2015-03-31	1,109	Mediation
Covenant Health - GSS	AUPE	2014-03-31	510	Mediation
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2014-03-31	600	Bargaining
Covenant Health - St. Therese Villa	AUPE	2015-08-31	196	Mediation
Educating & Employing Entities	Professional Association of Resident Physicians	2015-06-30	1,600	Bargaining
Extendicare (Canada) - Michener Hill	AUPE	2014-12-31	354	Mediation
Father Lacombe Care Centre	UNA	1 st agreement	---	Bargaining
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2016-06-30	120	
Good Samaritan Society - Group Homes	AUPE	2015-06-30	123	Bargaining
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2015-06-30	120	Bargaining
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2015-06-30	840	Mediation
Park Place - Devonshire Care Centre Partnership	AUPE	2015-03-31	188	Mediation
Park Place - Hardisty Care Centre	AUPE	2015-03-31	116	Mediation
Park Place - Newport Harbour Care Centre	AUPE	2015-03-31	149	Mediation
Park Place - Villa Marguerite	AUPE	2014-06-25	189	Mediation
Revera - Jasper Place, South Terrace, Miller...	AUPE	2016-03-31	453	Mediation
Revera - Riverview	UFCW Local 1118	2016-03-31	140	Mediation
Revera Lessee - Edgemont Retirement	AUPE	2015-12-31	115	
Southern Alberta Community Living Association	CUPE Local 4791	2016-06-30	144	
St. Michael's Long Term Care Centre	AUPE	2015-06-30	127	Mediation
Symphony Senior Living - Aspen Ridge	AUPE	2016-01-31	107	
Venta Care Centre - ANC	AUPE	2015-07-31	105	Bargaining
Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2015-03-31	210	Bargaining

Current & Upcoming Collective Bargaining

Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Motion Picture Master Agreement	Teamsters Local 362	2015-12-31	160	
Yellow Pages Group - Sales	IBEW Local 2228	2015-12-31	112	

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Agropur Cooperative - Milk Plant	UFCW Local 401	2016-05-07	108	
Celanese EVA Performance Polymers	Unifor Local 21A	2016-01-18	214	
EVRAZ	Steelworkers Local 6673	2014-07-31	245	
EVRAZ	Unifor Local 551	2016-01-31	131	
Foremost Industries	Unifor Local 4050	2016-01-31	35	Mediation
Imperial Oil - Strathcona Refinery	Unifor Local 21A	2016-01-31	235	
Kiewit Energy Fabricators	CLAC Local 63 - Construction	2016-02-15	140	
Multi-Employer Fabrication & Manufacturing	Plumbers & Pipefitters Local 488	2016-04-30	400	
Olymel	UFCW Local 1118	2016-01-31	1,300	
Pepsi Beverages	Unifor Local 1410	2015-12-31	120	Bargaining
Prudential Steel	Steelworkers Local 7226	2015-12-31	301	
PTI Travco Modular Structures	Carpenters Local 2010	2016-04-30	130	
Saputo Dairy Products - Cheese	Teamsters Local 987	2016-04-30	132	
Sherritt International	Unifor Local 530A	2016-03-31	368	
Sobeys West - Calgary Refrigerated Warehouse & Commissary	UFCW Local 401	2016-08-27	262	
Sofina Foods - Lilydale	UFCW Local 1118	2015-03-31	199	
Suncor Energy Products - Edmonton Refinery	Unifor Local 501A	2016-01-31	274	Bargaining

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Innovator Industrial Services	Unifor Local 3000CA	2016-02-20	268	

Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Union Tractor	Union Tractor Employees' Association	2015-05-31	101	

Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Pensions Administration	AUPE	2014-12-31	153	CAB
City of Calgary	IAFF Local 255	2013-12-31	1,496	CAB
City of Grande Prairie	CUPE Local 787	2015-12-31	617	
City of Lethbridge	Lethbridge Police Association	2015-12-31	170	Bargaining
City of St. Albert	CUPE Local 941	2015-12-31	125	Bargaining
City of St. Albert	IAFF Local 2130	2014-12-31	100	Bargaining
Special Areas Board	AUPE	2015-12-31	132	Mediation

Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Aviscar	UFCW Local 401	2016-05-31	125	

Current & Upcoming Collective Bargaining

Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Medicine Hat Co-Op	UFCW Local 401	2015-07-19	170	Bargaining

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Sobeys West - Distribution Centre	UFCW Local 401	2015-12-19	237	Mediation
Diversified Transportation – Industrial	Teamsters Local 362	2016-03-31	136	

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Capital Power	IBEW Local 1007	2015-12-12	113	Mediation

Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Federated Co-Operatives & Grocery People	Teamsters Local 987	2016-08-31	139	
Western Grocers	Teamsters Local 987	2016-06-16	168	

Essential Services Bargaining Relationships

Parties subject to essential services provisions

Government, Boards, and Agencies

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Pensions Administration	AUPE	2014-12-31	153	CAB
Alberta Investment Management Corporation	AUPE	2016-08-31	55	Active
Alberta Livestock & Meat Agency	AUPE	2017-03-31	20	Active
ATB Financial	AUPE	2017-03-31	2,049	Active
GOA	AUPE	2017-03-31	24,314	Active
Travel Alberta	AUPE	2017-03-31	37	Active
Alberta Gaming & Liquor Commission	AUPE	2017-07-31	620	Active
Alberta Innovates - Bio Solutions	AUPE	2017-08-31	6	Active
Alberta Innovates - Energy & Environmental Solutions	AUPE	2017-08-31	9	Active
Alberta Innovates - Technology Futures	AUPE	2017-09-30	250	Active
Workers' Compensation Board	HSA	2017-12-31	123	Active

Education

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Athabasca University – Tutors	CUPE Local 3911	2016-06-30	325	Expired
Bow Valley College	AUPE	2016-06-30	274	Expired
Keyano College	CUPE Local 2157	2016-06-30	180	Expired
Lethbridge College	AUPE	2016-06-30	400	Expired
Portage College	AUPE	2016-06-30	126	Expired
Red Deer College	AUPE	2016-06-30	245	Expired
Red Deer College	CUPE Local 1445	2016-06-30	152	Expired
University of Lethbridge	AUPE	2016-06-30	470	Expired
Alberta College of Art & Design	AUPE	2017-06-30	69	Active
Athabasca University	AUPE	2017-06-30	269	Active
Grande Prairie Regional College	Employees' Association	2017-06-30	140	Active
Grande Prairie Regional College - Fairview Campus	AUPE	2017-06-30	100	Active
Grant MacEwan University	Staff Association	2017-06-30	720	Active
Lakeland College	AUPE	2017-06-30	263	Active
Medicine Hat College	AUPE	2017-06-30	163	Active
Mount Royal University	Staff Association	2017-06-30	678	Active
NAIT	AUPE	2017-06-30	1,100	Active
NorQuest College	AUPE	2017-06-30	224	Active
Northern Lakes College	AUPE	2017-06-30	109	Active
Olds College	AUPE	2017-06-30	200	Active
SAIT	AUPE	2017-06-30	700	Active
University of Calgary	AUPE	2018-03-30	4,800	Active
University of Alberta	Non-Academic Staff	2019-03-31	6,678	Active

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Covenant Health - Bonnyville Health Centre - GSS	HSA	2014-03-31	68	Bargaining
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2014-03-31	28	Mediation
Covenant Health - GSS	AUPE	2014-03-31	510	Mediation
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2014-03-31	600	Bargaining
Covenant Health - St. Michael's Health Centre - GSS	CUPE Local 408	2014-03-31	95	Mediation
Lamont Health Care Centre	AUPE	2014-03-31	80	Mediation
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2014-06-30	290	Mediation
Capital Care - GSS	AUPE	2014-06-30	500	Mediation
Carewest - Colonel Belcher	CUPE Local 8	2014-06-30	66	Bargaining
Carewest - GSS	AUPE	2014-06-30	137	Mediation
Bethany Care Society - Calgary	HSA	2014-07-31	13	Mediation
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2014-08-31	25	Bargaining
Alberta Health Services - ANC	AUPE	2015-03-31	14,500	Mediation
Bethany Nursing Home - Rosehaven Care Centre	AUPE	2015-03-31	377	Bargaining
Covenant Health - ANC	AUPE	2015-03-31	2,157	Mediation
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2015-03-31	1,109	Mediation
Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2015-03-31	210	Bargaining
Capital Care - ANC	AUPE	2015-06-30	1,446	Mediation
Carewest - ANC	AUPE	2015-06-30	780	Bargaining
St. Michael's Long Term Care Centre	AUPE	2015-06-30	127	Mediation
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2016-06-30	120	Expired
Alberta Health Services	UNA	2017-03-31	28,353	Active

Essential Services Bargaining Relationships

Parties subject to essential services provisions

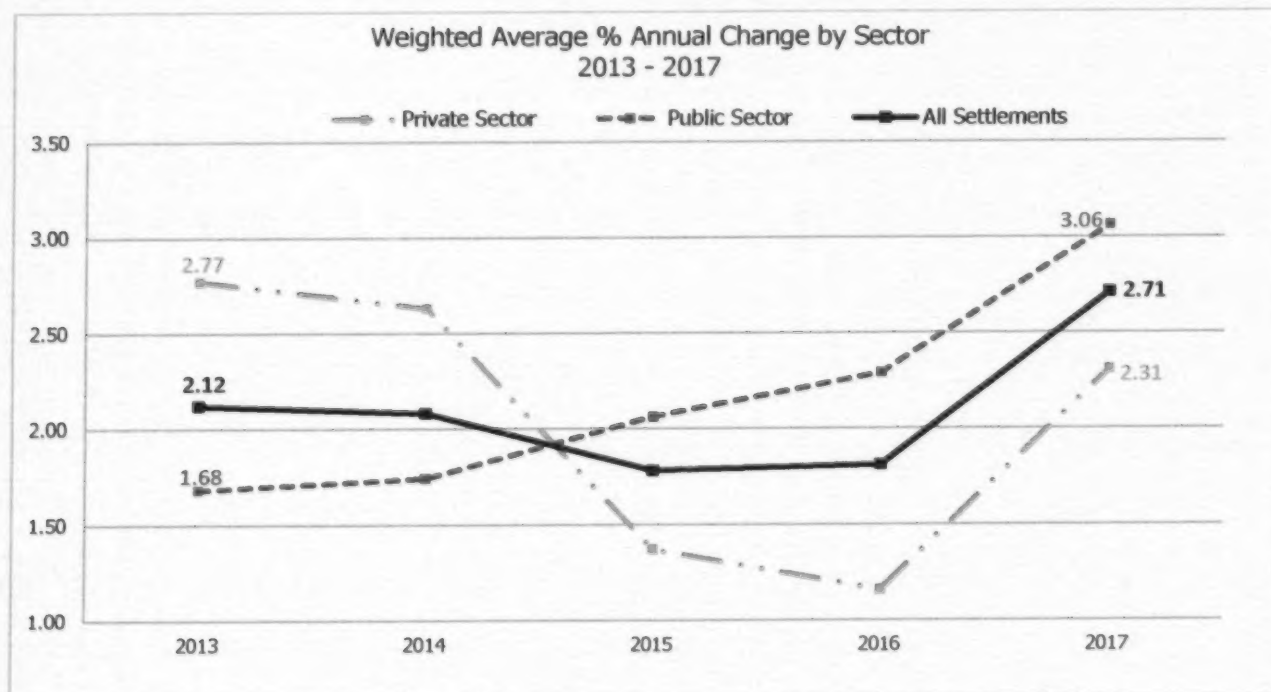
Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Health Services – GSS	AUPE	2017-03-31	23,800	Active
Alberta Health Services - PMP/PMT	HSAA	2017-03-31	18,930	Active
Bethany Care Society – Calgary	UNA	2017-03-31	68	Active
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2017-03-31	15	Active
Bethany Nursing Home - Rosehaven Care Centre	UNA	2017-03-31	21	Active
Capital Care	UNA	2017-03-31	325	Active
Capital Care - PMP/PMT	HSAA	2017-03-31	154	Active
Carewest - Colonel Belcher	UNA	2017-03-31	24	Active
Covenant Health	UNA	2017-03-31	2,876	Active
Covenant Health - PMP/PMT	HSAA	2017-03-31	1,314	Active
Lamont Health Care Centre	HSAA	2017-03-31	13	Active
Lamont Health Care Centre	UNA	2017-03-31	34	Active
Shepherd's Care - Millwoods & Kensington Village	UNA	2017-03-31	32	Active
St. Michael's Long Term Care Centre	UNA	2017-03-31	15	Active
Carewest - PMP/PMT	HSAA	2017-06-30	180	Active
Bethany Care Society - Calgary - ANC	AUPE	2017-08-31	367	Active
Bethany Care Society - Calgary - GSS	AUPE	2017-08-31	39	Active
Shepherd's Care - Millwoods - ANC	AUPE	2017-09-30	125	Active
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2018-06-30	15	Active

Wage Settlements in Alberta Weighted Average % Annual Change by Sector 2013-2017

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
2013	Private Sector	621	162,129	2.77
	Public Sector	540	242,984	1.68
	All Settlements	1,161	405,113	2.12
2014	Private Sector	622	165,118	2.63
	Public Sector	239	273,545	1.74
	All Settlements	1,161	438,663	2.08
2015	Private Sector	581	166,660	1.37
	Public Sector	493	236,047	2.06
	All Settlements	1,074	402,707	1.78
2016	Private Sector	418	137,323	1.16
	Public Sector	306	184,238	2.29
	All Settlements	724	321,561	1.81
2017	Private Sector	190	39,662	2.31
	Public Sector	131	46,400	3.06
	All Settlements	321	86,062	2.71



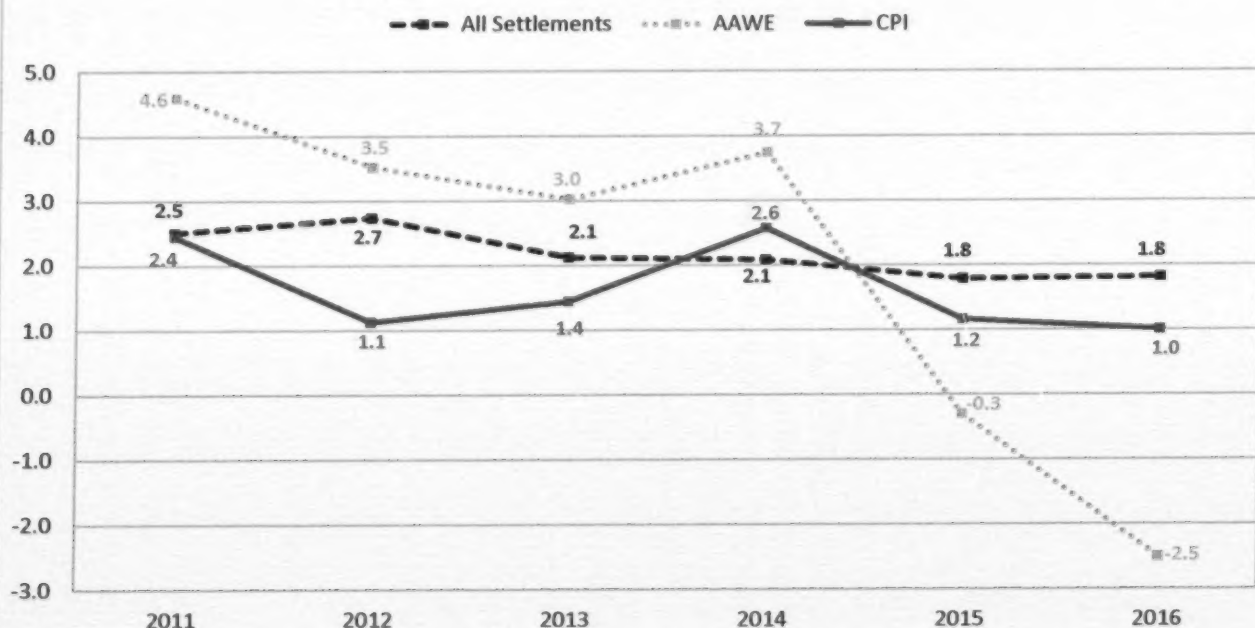
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

Wage Settlements in Alberta Weighted Average % Annual Change by Industry

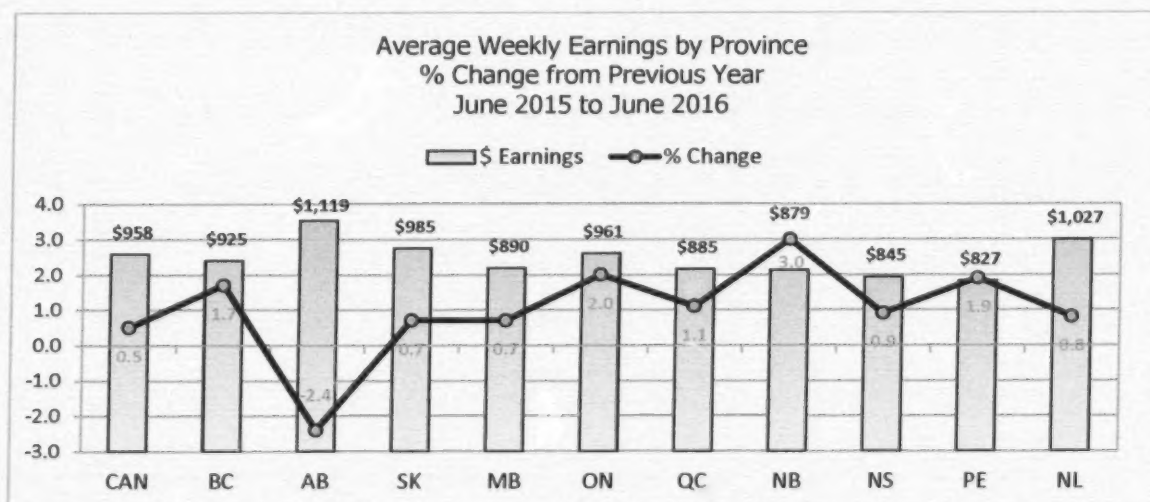
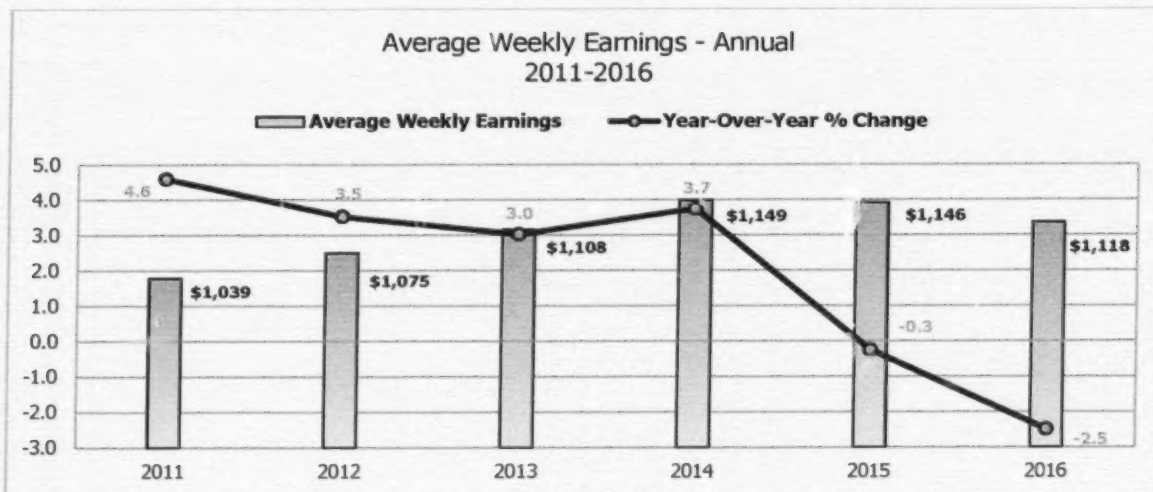
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2014			2015			2016			2017		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	38	5,125	3.24	40	5,475	3.08	21	3,912	2.95	10	1,714	2.60
Administrative & Support, Waste Management & Remediation Services	10	613	3.07	12	1,396	0.62	10	1,530	0.79	7	1,374	1.98
Arts, Entertainment, & Recreation	36	4,404	2.42	36	4,287	2.05	34	4,407	1.98	22	3,055	2.48
Construction	145	70,030	2.46	128	74,410	0.27	78	64,235	-0.13	13	1,577	1.78
Educational Services	184	84,327	0.99	176	75,021	1.8	57	28,634	2.02	19	12,636	1.59
Finance & Insurance	2	6	2.75	2	6	2.75	2	17	2.91	2	17	2.91
Health Care & Social Assistance	204	122,099	2.03	171	93,657	1.93	123	90,083	2.06	33	2,436	2.21
Information & Cultural Industries	19	2,079	1.82	17	2,047	2.25	11	1,697	2.85	8	1,604	3.37
Manufacturing	186	22,953	2.09	176	22,363	2.05	135	17,680	1.65	65	8,166	2.02
Mining & Oil & Gas Extraction	33	10,405	3.08	26	7,982	1.07	13	3,380	1.65	5	711	2.60
Other Services (except Public Administration)	47	9,208	2.47	44	8,647	0.63	31	4,181	0.55	15	606	2.93
Professional, Scientific, & Technical Services	6	2,008	2.9	5	2,058	0.5	5	1,830	2.27	3	1,770	2.33
Public Administration	126	61,840	2.1	122	61,811	2.49	106	60,339	2.74	64	27,068	3.87
Real Estate & Rental & Leasing	4	233	3.17	4	244	3.15	3	119	3.01	1	28	4.14
Retail Trade	22	25,669	3.15	18	25,553	3.14	19	22,908	3.50	16	13,827	2.78
Transportation & Warehousing	47	4,354	2.68	46	4,629	2.00	38	3,915	1.09	20	2,535	1.45
Utilities	27	9,020	3.48	27	8,838	3.44	21	8,507	3.27	10	3,945	2.70
Wholesale Trade	25	4,290	2.72	24	4,283	2.9	17	4,177	0.28	8	2,993	0.98
All Settlements	1,161	438,663	2.08	1,074	402,707	1.78	724	321,561	1.81	321	86,062	2.71

Weighted Average % Annual Change - All Settlements, CPI and AWE
2011 - 2016



Average Weekly Earnings Alberta (AWEA)*



*To date preliminary figures. Graph data available upon request.

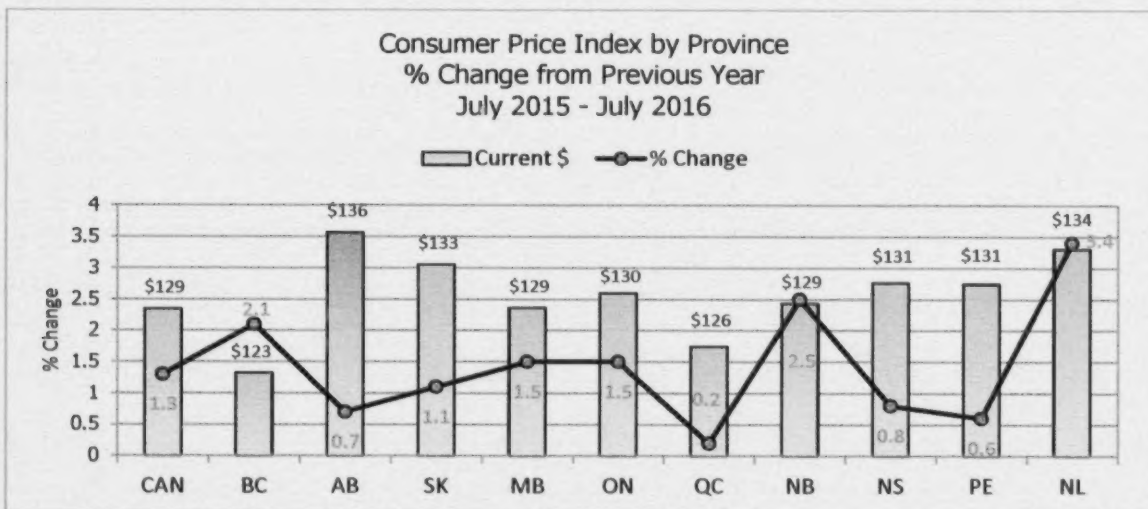
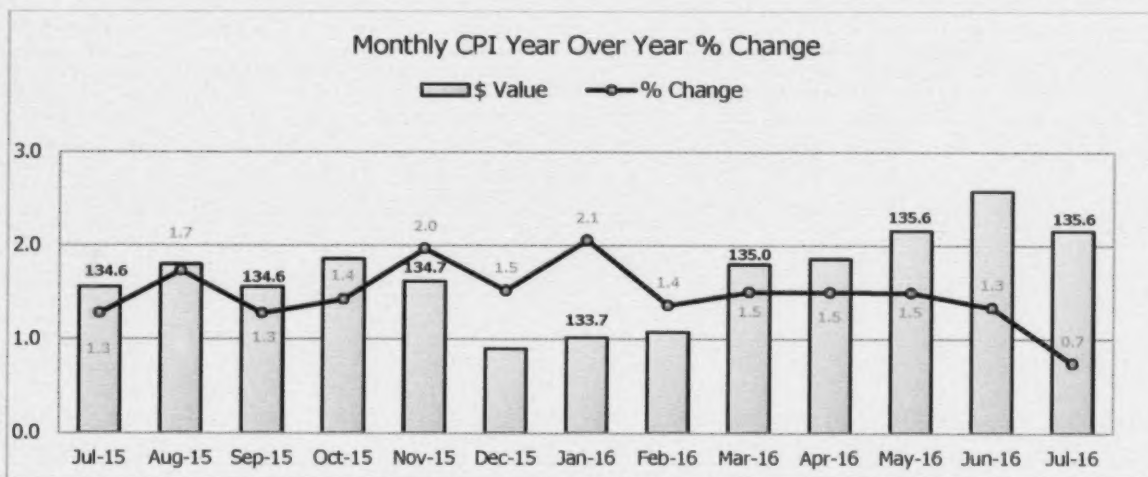
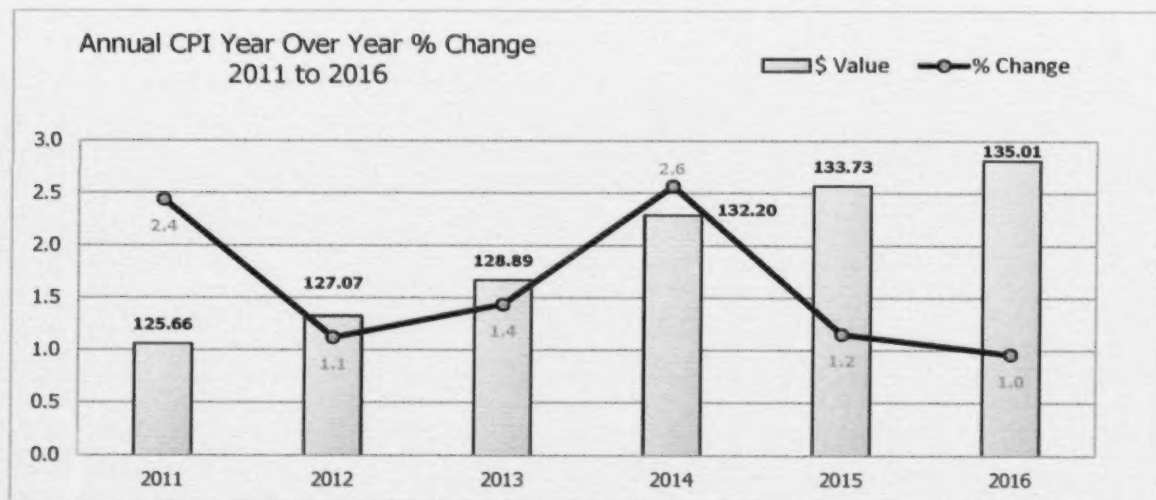
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA) / Same month previous year AWEA x 100

² Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Source: Statistical data supplied by Statistics Canada

Bargaining Update - August 2016

Consumer Price Index (CPI), 2002=100



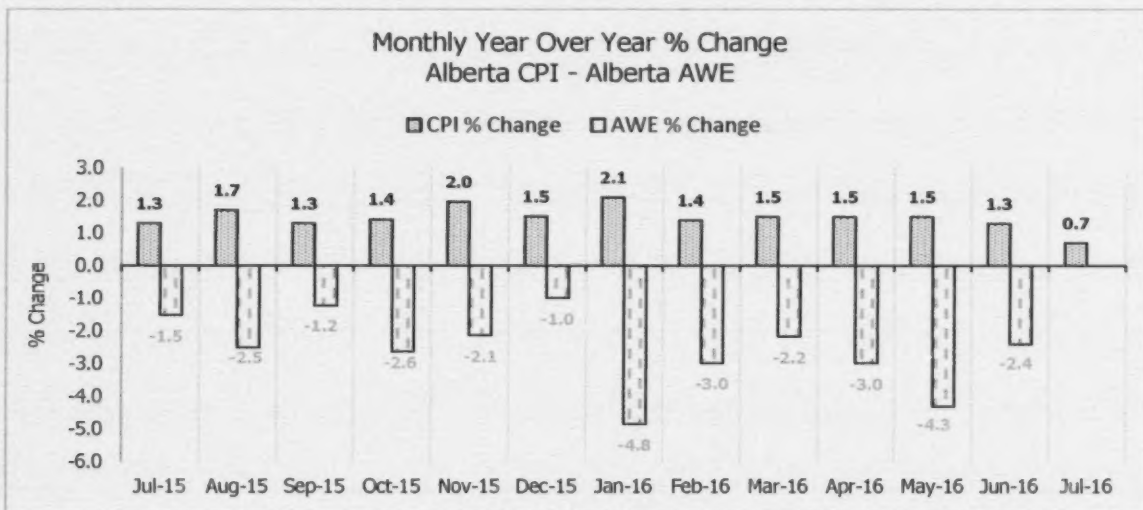
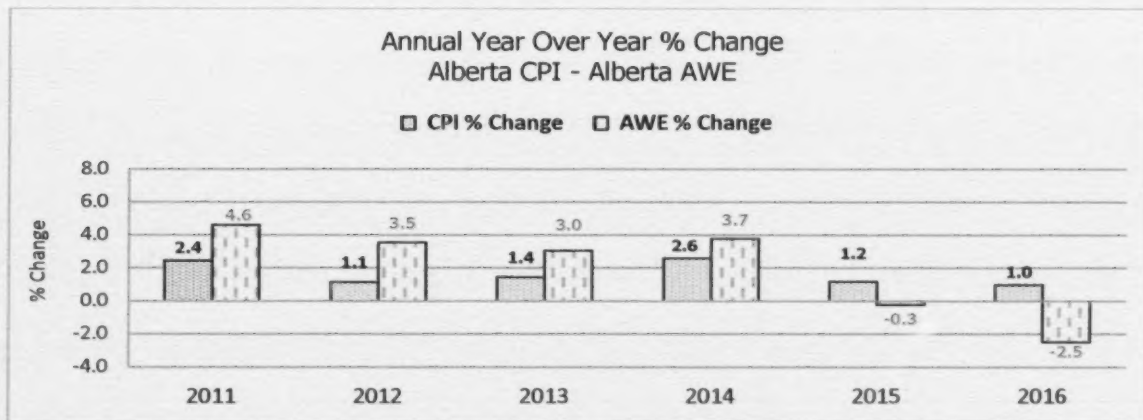
*Year to date - Graph data available upon request.

¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

² Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison



Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Jul 15	127.3	1.3	134.6	1.3	134.1	1.3	135.1	1.3
Aug 15	127.3	1.3	135.0	1.7	134.7	1.9	135.5	1.6
Sep 15	127.1	1.0	134.6	1.3	134.4	1.6	135.1	1.1
Oct 15	127.2	1.0	135.1	1.4	134.8	1.5	135.7	1.5
Nov 15	127.1	1.4	134.7	2.0	134.5	2.0	135.3	2.0
Dec 15	126.5	1.6	133.5	1.5	133.2	1.6	134.1	1.5
Jan 16	126.8	2.0	133.7	2.1	133.4	2.2	134.3	2.0
Feb 16	127.1	1.4	133.8	1.4	133.3	1.3	134.4	1.4
Mar 16	127.9	1.3	135.0	1.5	134.7	1.6	135.5	1.4
Apr 16	128.3	1.7	135.1	1.5	135.0	1.7	135.5	1.4
May 16	128.8	1.5	135.6	1.5	135.4	1.6	135.9	1.3
Jun 16	129.1	1.5	136.3	1.3	136.2	1.6	136.6	1.2
Jul 16	128.9	1.3	135.6	0.7	135.3	0.9	135.9	0.6

Average Weekly Earnings												
	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16
AWE \$	\$1,145.90	\$1,137.31	\$1,129.59	\$1,138.75	\$1,135.35	\$1,133.68	\$1,146.60	\$1,114.88	\$1,122.92	\$1,128.57	\$1,119.81	\$1,100.62
AWE %	-0.38	-1.51	-2.50	-1.22	-2.62	-2.13	-0.98	-4.84	-2.97	-2.21	-2.98	-4.32

*Year to date - Graph data available upon request.

¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

² Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Union Data – Employees, Collective Agreements

UNION	EE	CBA's	UNION	EE	CBA's
ACTRA	1,076	2	Insulators	780	1
Alberta College of Art & Design Faculty Association	70	1	Intermediate Staff Association	53	1
Amalgamated Beverages Employees' Association	23	1	Iron Workers	4,448	10
Association of Drivers of Foothills School Division	110	1	Keyano College Faculty Association	146	1
Association of the Academic Staff of the University of Alberta	3,956	1	Labourers	10,354	14
ATA	33,294	68	Lacombe Police Association	15	1
Athabasca University Faculty Association	290	1	Lakeland College Faculty Association	113	1
ATU	6,250	9	Lethbridge College Faculty Association	406	1
AUPE	96,967	120	Lethbridge Police Association	170	1
Bakery Workers	631	5	Lethbridge Regional Police Senior Officers	4	1
Bargaining Council of Construction & Maintenance Skilled Trades Unions	89	1	MacEwan Staff Association	720	1
Battle River School Bus Drivers' Association	39	1	Machinists	2,309	9
Boilermakers	4,022	21	Maxfield Employees' Organization	98	1
Bow Valley College Faculty Association	140	1	Media & Communications Workers	138	5
Bricklayers	1,700	4	Medicine Hat Employees' Association	155	1
Calgary Board of Education Staff Association	3,600	1	Medicine Hat Police Association	115	1
Calgary Board of Education Staff Association for Professional Support Staff	175	1	Millwrights	800	1
Calgary Musicians Association	390	7	Mine Workers	771	2
Calgary Police Association	2,001	1	Mount Royal Faculty Association	900	1
Calgary Police Senior Officers' Association	42	1	Mount Royal Staff Association	678	1
Calgary Printing Trades Union	16	1	Multi-Union	8,000	7
Camrose Police Association	28	1	NAIT Academic Staff Association	1,200	1
CANA Services Employees Association	85	3	National Hockey League Officials Association	70	1
Canadian Energy Workers Association	2,048	4	National Hockey League Players Association	700	1
Canadian Football League Players' Association	92	1	National Maintenance Council	2,000	1
Canadian Iron Steel & Industrial Workers	262	6	Natural Gas Employees Association	1,602	3
Canadian National Federation of Independent Unions	500	1	Non-Academic Staff Association	6,686	3
Canadian Office & Professional Employees	72	18	NorQuest College Faculty Association	246	1
Canadian Staff Union	27	1	Oil & Gas Union	78	2
Canadian Union of Skilled Workers	25	1	Olds College Faculty Association	63	1
CANEM Systems Employees Association	386	2	Operating Engineers	9,742	60
Carpenters	10,339	19	Painters	594	3
Central Alberta Association of Municipal & School Employees	602	2	Pepsi Beverages Company Employees' Association	120	1
Civic Service Union 52	6,058	5	Plasterers & Cement Masons	510	4
CLAC	30,514	154	Plumbers & Pipefitters	12,421	19
Commercial Industries Employees' Association	38	1	Portage College Faculty Association	98	1
Concordia University College Faculty Association	50	1	Professional Association of Resident Physicians of Alberta	1,600	1
Construction Maintenance & Allied Workers	900	3	Professional Support Staff - Grande Prairie Public School District	38	1
CUPE	37,285	199	Quality Control Council of Canada	1,680	1
Edmonton Police Association	1,779	1	Quinn Construction Employees Association	207	1
Edmonton Police Service Senior Officers' Association	37	1	SAIT Academic Faculty Association	660	1
Elevator Constructors	585	2	Service Employees' International Union	220	2
Elk Island Catholic Transportation Association	36	1	Sheet Metal Workers	953	3
Employees' Association of Food & Bar Services	216	1	Steelworkers	3,985	34
ENTREC Employee Association	76	1	Taber Police Association	12	1
Faculty Association of Medicine Hat College	255	1	Teamsters	8,530	115
Faculty Association of Northern Lakes College	130	1	Trotter & Morton Technologies Employees' Association	304	1
Faculty Association of Red Deer College	300	1	UFCW	31,089	82
Faculty Association of the University of Calgary	2,300	1	UNA	32,773	45
Glass, Molders, Pottery, Plastics and Allied Workers Local 360	31	1	Unifor	13,626	98
Grande Prairie Public School District Employees Association	299	1	Union of Calgary Co-Operative Employees	2,961	2
Grande Prairie Regional College Academic Staff Association	230	1	Union Tractor Employees' Association	101	1
Grande Prairie Regional College Employees' Association	140	1	UNITE HERE	2,020	17
Grant MacEwan University Faculty Association	1,000	1	Unitech Electrical Contracting Employees' Association	41	1
HSAA	24,622	30	United Utility Workers	1,547	6
IAFF	3,712	15	University of Lethbridge Faculty Association	400	1
IATSE	1,704	20	Western Canada Employees' Association	62	1
IBEW	10,410	28	Willow Creek School Bus Drivers Association	32	1
Independent Air Handlers Employees Association	45	1			
Independent Sheet Metal Workers	77	1			

Abbreviations / Acronyms Listing

ACTRA - Alliance of Canadian Cinema, Television and Radio Artists

ANC - Auxiliary Nursing

ATA - Alberta Teachers' Association

ATU - Amalgamated Transit Union

AUPE - Alberta Union of Provincial Employees

Bakery Workers - Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers - International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers - International Union of Bricklayers and Allied Craftworkers

CAAMSE - Central Alberta Association of Municipal and School Employees Union

Carpenters - United Brotherhood of Carpenters and Joiners of America

CBA - Collective Bargaining Agreement

Cement Masons - Operative Plasterers and Cement Masons International Association of the United States and Canada

CEWA - Canadian Energy Workers Association

CISIW - Canadian Iron, Steel and Industrial Workers

CLAC - Christian Labour Association of Canada

CLR - Construction Labour Relations

CMAW - Construction Maintenance & Allied Workers

CNIFU - Canadian Federation of Independent Unions

COPE - Canadian Office and Professional Employees Union

CSU 52 - Civic Service Union 52

CUPE - Canadian Union of Public Employees

CUSW - Canadian Union of Skilled Workers

CWA-SCA - Media and Communications Workers of America (Canada)

Elevator Constructors - International Union of Elevator Constructors

Glass Workers - Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics - Glass, Molders, Pottery, Plastics and Allied Workers International Union

GPMC - General Presidents' Maintenance Committee for Canada

GSS - General Support Services

HCA - Health Care Aide

HSAA - Health Sciences Association of Alberta

IAFF - International Association of Firefighters

IATSE - International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW - International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers - International Association of Bridge, Structural and Ornamental Iron Workers

LPN - Licensed Practical Nurse

Operating Engineers - International Union of Operating Engineers

Machinists - International Association of Machinists and Aerospace Workers

Millwrights - Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers - United Mine Workers of America

NAIT - Northern Alberta Institute of Technology

NASA - Non-Academic Staff Association

NGEA - Natural Gas Employees' Association

Painters - International Brotherhood of Painters and Allied Trades

Plasterers - Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers & Pipefitters - The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PMP/PMT - Paramedical Professional/Paramedical Technical

SAIT - Southern Alberta Institute of Technology

SEIU - Service Employees International Union

Sheet Metal Workers - Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters - International Brotherhood of Teamsters

UFCW - United Food and Commercial Workers

UNA - United Nurses of Alberta

Unifor - Amalgamation of CEP and CAW

UNITE HERE - Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA - United Utility Workers Association

Resource List

Alberta Labour, Mediation Services

- [Filing Collective Bargaining Agreements](#)
- [Search Collective Bargaining Agreements](#)
- [Publications](#) -Bargaining Update, Collective Agreement Wage Charts, Expiring Collective Agreements, Legal Work Stoppage

Alberta Labour Relations Board (ALRB)

- [Active ALRB certificates](#)

Alberta Chamber of Commerce

Alberta Economic Reviews (contains key economic indicators, updated monthly)

Alberta Labour Market Information

- [Monthly Labour Force Statistics and Annual Reviews](#)
Monthly statistical updates on Alberta's labour force which includes employment and unemployment rates.
- [Census Analysis](#)
Three reports that analyze population, education, income, employment and other characteristics of Albertans, Aboriginal People, and Persons with Disabilities, using the 2006 Census data.
- [Profiles of Alberta Industries](#)
Annual profiles of Alberta's 18 major industries. Information and statistics on demographics, wages and employment trends and outlook are included.
- [Alberta Labour Force Profiles](#)
Annual reports on the labour force characteristics of Alberta's five target groups, women, youths, immigrants, Aboriginal people, and workers aged 45 and over.
- [Labour Market Forecasts](#)
Short and medium employment forecasts for Alberta and the eight economic regions, and long-term occupational demand and supply outlook by 3-digit and 4-digit NOC for Alberta.
- [Labour Market Highlights](#)
A PowerPoint presentation that provides a snapshot of Alberta's labour market conditions, trends and challenges.

Alberta Learning Information Service (ALIS)

City of Edmonton Economic Statistics

City of Calgary Economic Reports

Alberta Federation of Labour (AFL)

COLLECTIVE AGREEMENTS



[Alberta Mediation Services](#)

BC

[British Columbia Labour Relations Board](#)

BC

[British Columbia Bargaining Database](#)

ON

[Ontario Ministry of Labour](#)

NL

[Newfoundland & Labrador Labour Relations Agency](#)

NS

[Nova Scotia Labour & Advanced Education](#)

NB

[New Brunswick Post-Secondary Education, Training and Labour](#)



[Negotech](#) - Canadian agreements from selected bargaining units of 100 or more under provincial jurisdiction, all bargaining units under federal jurisdiction, and all large bargaining units of 500 or more employees.



[United States Labor Contracts Database](#)



[U.S. Dept. of Labor, Office of Labor-Management Standards - Collective Bargaining Agreements Filer](#)